

MINUTES

UTAH SOCIAL WORK LICENSING BOARD MEETING

March 1, 2007

**Room 475 – 4th Floor – 9:00 A.M.
Heber Wells Building
160 East 300 South
Salt Lake City, Utah**

CONVENED: 9:08 A.M.

ADJOURNED: 1:32 P.M.

Bureau Manager:
Board Secretary:

Noel Taxin
Karen McCall

Board Members Present:

Tammer M. Attallah
Joyce Stowe-St. Clair
Dennis R. Frandsen
Patsy J. Smith
Jean V. McAfee
Steven Fisher, Chairperson
Mark de St. Aubin

TOPICS FOR DISCUSSION

DECISIONS AND RECOMMENDATIONS

ADMINISTRATIVE BUSINESS:

Read and approve the February 1, 2007 Minutes.

Ms. Smith made a motion to approve the February 1, 2007 minutes with minor revisions. Mr. de St. Aubin seconded the motion. **The Board vote was unanimous.**

BUSINESS FROM PREVIOUS MEETING:

Review Henry McCloyn's letter for completeness and acceptance

Ms. Taxin stated that Mr. McCloyn contacted her requesting the Board to re-evaluate his Stipulation and Order and consider changing some of the facts of the case or to have time count toward his probation if he is not working. Ms. Taxin stated that she responded to Mr. McCloyn that the current Stipulation and Order should stand as it is written.

Ms. Taxin stated that she had told Mr. McCloyn that he could have his attorney meet with the AG, Judi Jensen, if they wanted further discussion but that she felt his request could not be met.

Ms. Taxin stated that if Mr. McCloyn is not working and being supervised then his time should not count. She stated that he is doing the CE, submitting information such as the required letter and doing the UA's. She stated that if he was not on probation it could take up to a year to obtain the employment he would want. She stated that the probation probably does not help him obtain employment but is probably not the only reason he has been unsuccessful.

Ms. Taxin stated that she read through Mr. McCloyn's letter regarding the effects of his actions on himself, the client and the profession and had some questions regarding if he met the requirement so that the Board could inform him in his next meeting. If the Board expected additional information she would have to inform Mr. McCloyn prior to his next meeting. Ms. Taxin asked the Board if Mr. McCloyn's letter meets the requirements of the Stipulation and Order.

Mr. Attallah stated that he read the letter as a book report.

Mr. Frandsen stated that he thought it was quite informative but also had the impression that it was a book report. He stated that Mr. McCloyn may not have understood that the Board was looking for the personal side of how the issues affected him and the client.

Ms. Taxin, Ms. McAfee, Ms. Smith and Ms. Stowe St. Clair responded that he was clearly informed regarding including the affects.

Mr. de St. Aubin commented that the Board is not the change agent. He stated that probationers need to go to the proper setting to make changes.

Mr. Fisher responded that the therapist would be the change agent.

Mr. Fisher read the Stipulation and Order and

stated that Mr. McCloyn was required to “write and present to the Board a paper discussing the risks and effects on clients, former clients, and on the therapist when the therapist engages in dual relationships with clients or former clients”. He stated that Mr. McCloyn has done the assignment twice.

The Board concluded that the assignment has been completed and accepted the letter Mr. McCloyn submitted.

Ms. Taxin stated again that Mr. McCloyn is not currently employed and the Board should consider how frequently they want to meet with him until he is employed.

Mr. Attallah asked if the license is suspended until Mr. McCloyn is employed.

Ms. Taxin responded that it is not. She suggested he meet in April to touch base and report what he is doing. She reminded the Board that he asked at his last appointment if he could go off the UA's. She reminded them that the recommendation was for him to continue for a year which will be in September 2007.

Mr. Attallah stated that he recalls Mr. McCloyn was informed that if he continues to have negative drug tests for a year the Board might consider recommending terminating the UA's.

Ms. Taxin responded that Mr. Attallah is correct. She stated that Mr. McCloyn is thinking that if the time does not count then why he would be required to go to therapy. She stated that he does have a valid point.

Mr. Attallah asked if there is a timeline on the therapy.

Ms. Taxin responded that there is not. She stated that the therapist is the one who makes a recommendation to the Board to terminate therapy based on the progress of the probationer. She stated that if the therapist does recommend termination of therapy the Board could terminate therapy. Ms. Taxin stated if

Review Ideas regarding a Probationary
Interview

Mr. McCloyn continues therapy he could terminate if he completed successfully, although, he would be required to complete his employment supervision.

Ms. Taxin stated that the Board has conducted the probationary interviews capably without a form to follow.

Ms. Smith commented that the form helped her today.

Mr. Fisher suggested the Board review every 6 months appropriate questions to ask probationers.

The Board concurred.

Follow up regarding Board Members Proposals for Social Service Worker High Risk Scope of Practice duties that require SSW License which were due February 16, 2007

Ms. Taxin stated that she had asked the Board to send her a list of 5 things that the Social Service Worker does that would require a license. She stated that Mr. Attallah and Ms. McAfee were the only 2 that responded.

Ms. Taxin stated that she was hoping for specific things that the SSW does such as community resource provider to connect clients with counseling agencies, financial resources, housing, clothing assistance, life skills and maybe teach the life skills groups.

Ms. Stowe-St. Clair asked why a license would be required to connect clients with agencies.

Mr. Fisher responded that the SSW would make an initial assessment and then direct the client to the correct resources for assistance.

Ms. Taxin stated that she has been asked why we need the SSW license, what skills or scope of practice do they have that is special only to the SSW.

She asked if it is appropriate for the SSW to ask a client what type of therapy they have previously had and if they had a diagnosis.

Mr. de St. Aubin and Mr. Fisher responded that it is appropriate for the SSW to ask those questions and make a note of the information given.

Ms. Taxin asked if it is appropriate for the SSW to note that the client is depressed, has tics, etc.

Mr. Attallah responded that it would not be appropriate for the SSW to put notes in the client file regarding depression, has tic disorders, etc., as that would be diagnosing.

Ms. Stowe-St. Clair responded that if a questionnaire is given to the client and the client self reports then the SSW is not diagnosing.

Ms. Taxin stated that the next area of concern is the education. She stated that individuals are calling to ask how to get the SSW license when they do not have a Bachelor degree in Social Work. She stated and questioned that the Laws allow for additional courses to be taken but with only a few courses does the individual understand Social Work.

Mr. Attallah responded that the difference in the education is not the gathering of information but the knowledge base of where to refer clients. He stated that the Social Work degree teaches the knowledge of when they should or should not refer and to whom they should refer.

Ms. Taxin asked if it is therapy if the SSW goes out to a home where the family has been fighting and the SSW asks what is going on then takes the parents into a room and talks with them and then the child or children and talks with them.

Mr. de St. Aubin responded that the SSW might be doing a clinical assessment of the parents and the child or children.

Ms. Smith responded that when she was at the University she was taught to do clinical assessments but has not done any since graduating. She stated that they assessed and then went back to DCFS to report and DCFS sent someone out to the home.

Ms. Taxin explained that these are the types of questions she is receiving and is not sure how to answer some of the questions. She stated that she would like the Board to write down the depth of the

SSW scope of practice and what the Bachelor degree in Social Work does to make them different from a teacher for example.

Ms Taxin stated that the definition of the scope of practice for the SSW needs to be made very clear. She stated that the supervision also needs to be made clear. She stated that people will continue to manipulate the system and we will have to continue to issue licenses to people who she is not sure are safe to practice until clarification is made in the Law and Rule.

Ms. St. Clair stated that several years ago a committee was put together to come up with specific SSW duties and when some came up with specific duties others would comment that a license was not required as people have life experiences and can do those things.

She stated that the Legislature watered down the license by allowing any Bachelor degree to be accepted for licensing and now we are questioning if the SSW is a viable license.

Ms. Stowe-St. Clair stated that she was also trained to do groups, etc. when she was in school.

Mr. Attallah commented that he had the opportunity of comparing the psychology education and the SSW education and they are completely different which poses the question if other professions should be able to obtain the SSW license.

Ms. Taxin stated that we are seeing more applications from people who do not qualify for other licenses now applying for the Professional Counselor license and we are seeing the same problems in the education that we see in the education of those applying for the SSW. She stated that people think they can get the SSW and then do counseling and facilities are putting these people in positions of doing counseling. She stated that she had a phone call from one fellow who said he has been doing this for 30 years and now we are telling him he can't. Ms. Taxin stated that the Law says any profession may be licensed as an SSW. She stated that she has discussed the issue with the

Association and has recommended the Law be changed as it is not working the way it is currently written.

She again asked the Board to complete the assignment and get the lists to her by March 15, 2007.

Ms. Taxin then asked the Board if a CSW who is working as an SSW can count the time toward the required 4000 hours of supervised training.

Mr. de St. Aubin responded that there are many CSW's doing case management as part of their clinical supervision.

Mr. Attallah responded that a person holding a higher license may do everything the lower license does but the person holding the lower license may not do duties requiring a higher license. He agreed with Mr. de St. Aubin that a CSW might be doing case management as part of their clinical duties.

Ms. Taxin gave the following scenario:

A CSW is hired by an agency in the position of an SSW. The CSW wants the SSW hours to count toward the 4000 hours as the agency said they would hire an LCSW to come in for the 1000 hours of supervised mental health therapy.

Mr. Attallah responded that if the person is hired as an SSW and is doing SSW duties it is not appropriate to count the hours. He stated if the person was hired as a CSW and assigned SSW duties then the hours would count.

APPOINTMENTS:

10:00 A.M.

Sheri Williams, Probationary Interview

Ms. Williams met for her probationary interview.

Ms. Smith conducted the interview.

Ms. Smith commented that all the required reports have been received.

Ms. Taxin asked if Ms. Williams has copies of the

reports.

Ms. Williams responded that she does have copies.

Ms. Smith read Chuck Nuttall's letter, Sylvia Anderson-Conn's report and letter recommending termination of probation. She also read Ms. Williams letter requesting early termination of probation and stating that she has had a positive experience with DOPL and the Board, she has been sober for over 4 years and has maintained strong coping skills.

Ms. Smith asked if Ms. Williams took advantage of the University of Utah program for addicts over the Christmas holidays.

Ms. Williams responded that she did not as she went up North and spent time with her family.

Ms. Taxin stated that Ms. Williams has taken responsibility for her actions and has completed everything she was required to do in the Memorandum of Understanding and has also taken care of herself.

Mr. de St. Aubin made a motion to accept Ms. Williams request and recommended early termination of probation. Ms. McAfee seconded the motion. The Board vote was unanimous.

Ms. Taxin explained the process of terminating probation to Ms. Williams. She stated that Ms. Williams remains on probation until the process has been completed.

10:20 A.M.

Tamera Neilson, Probationary Interview

Ms. Neilson met for her probationary interview.

Mr. Frandsen conducted the interview.

Mr. Frandsen stated that Ms. Neilson's reports have been sent for the Board to review. He asked her if she has a copy of the report from her therapist.

Ms. Neilson responded that she has not seen the report

nor does she have a copy.

Mr. Frandsen read the therapist report from Sally Burgin and the Board noted that Ms. Bergin recommended therapy with Ms. Neilson be terminated based on Ms. Neilson's excellent progress.

Mr. Frandsen asked Ms. Neilson to respond with her thoughts regarding further therapy.

Ms. Neilson responded that she has had a long relationship with Ms. Burgin. She stated that the therapy has been very therapeutic and helpful to her personally and as a clinician. She stated she has learned it is important to take accountability for things she does wrong and to improve. Ms. Neilson stated that Ms. Burgin knows her strengths and weaknesses. She stated that she has gained ego strength in the last year. Ms. Neilson explained that in her previous position she maintained good boundaries but always depended on what her supervisor thought. She stated that therapy has liberated her and she hopes that things don't always happen to her but for her.

Ms. Taxin stated that the Stipulation is to help Ms. Neilson grow and it is not a punishment. She stated that Ms. Neilson has been in therapy with Ms. Burgin and now Ms. Burgin thinks therapy is completed. Ms. Taxin stated that if Ms. Neilson also thinks therapy is completed the Board could consider terminating the therapy. She stated that Ms. Neilson may always go back to therapy if it is necessary.

Ms. Neilson responded that she is of the opinion that more therapy is over kill. She stated that they have met twice a month and addressed many therapeutic issues. She stated that the issues have now been addressed and she is learning more therapeutically from her employment supervision. Ms. Neilson stated that she would return to therapy if she has the need.

Ms. Smith stated that she would be comfortable with less frequent therapy such as once every 2 months.

Mr. Attallah stated that he thinks less frequent therapy would be appropriate such as checking in monthly.

Ms. Taxin reminded the Board that the therapist has reported that they have dealt with all the issues and has recommended termination of therapy. She stated that therapy costs Ms. Neilson and if she and the therapist have dealt with all issues there is nothing more to discuss in therapy unless they recommended another therapist to visit with Ms. Neilson and the new therapist identified new concerns or had additional insight on the issues.

Mr. Fisher stated that he is leaning toward termination of therapy as it appears Ms. Neilson's supervisor is doing a better job of supervising than her previous supervisor and would note signs of issues.

Ms. Neilson responded that if she had any red flags or had any of her own specific issues she would return to therapy. She stated that she would like to comment on Ms. Taxin's statement of the process not being a punishment as she has felt it was punitive. She stated that she has learned great skills and the importance of holding firm boundaries.

Mr. Attallah stated that he agrees with Mr. Fisher. He stated that her supervisor, Ari Mendez, has taken the supervision responsibility seriously and the Board considers the different areas. He stated that the Board also reviews the human tendencies and it makes him more aware.

Mr. de St. Aubin stated that he would support termination of therapy if the Board could have the option of reinstating it as a requirement if necessary.

Mr. Frandsen made a motion to terminate therapy based on the recommendation in the report from Ms. Neilson's therapist, Sally Burgin, with the option of reinstating the requirement if necessary. Ms. Smith seconded the motion. The Board vote was unanimous.

Mr. Frandsen stated that Mr. Mendez appears to have a good plan for Ms. Neilson's supervision.

Ms. Neilson responded that they have reviewed what should be included in assessments and how to document. She stated they have discussed how the bereavement assessments are critical. She stated that she had the opportunity to do some assessments in the emergency room. She stated that Janis McKay has always said that the therapist needs to paint a clear picture and the documentation should reflect that picture. Ms. Neilson stated that she and Mr. Mendez focused on this last month on the clear picture in her documentation.

Mr. de St. Aubin commented that Mr. Mendez is outside Ms. Neilson's agency. He asked what access Ms. Neilson has with Mr. Mendez.

Ms. Neilson responded that Mr. Mendez does have appointments but she has been able to call him and he will take time to go with her if necessary. She reminded the Board that he worked with her at the hospital and is aware of her work.

Mr. Frandsen asked if Ms. Neilson has completed her CE requirement.

Ms. Neilson responded that she has completed the CE. She reminded the Board that she had 1 ½ hours to complete and they allowed her to discuss ethics and ethical issues with her therapist with a report from the therapist. She reminded the Board that she did discuss the issues and the therapist wrote the report.

Ms. Taxin commented that the Board required Ms. Neilson to submit monthly reports again as she had changed her employment. Ms. Taxin stated that the monthly reports have been received consistently and the Board may consider changing the requirement to quarterly.

Ms. Smith made a motion change the requirement of monthly reports to quarterly. Mr. Attallah seconded the motion. The Board vote was unanimous.

An appointment was made for Ms. Neilson to meet again June 7, 2007.

Ms. Neilson asked if the Board would consider early termination of probation.

Ms. Taxin responded that Ms. Neilson should continue on track for a while longer and then the Board could talk about early termination of probation.

FYI

Ms. Smith excused herself from the meeting due to a conflict of interest with the next appointment.

10:40 A.M.

Robert Matotek, Probationary Interview

Mr. Matotek met for his probationary interview.

Mr. Attallah conducted the interview.

Mr. Attallah commented that his supervisor, Jennette M. Wood, reported that he is working to complete a required training program. Mr. Attallah asked Mr. Matotek to explain the program.

Mr. Matotek explained that he did not bring the certificate of completion with him as the Board did not pre-approve the program.

Ms. Taxin commented that Mr. Matotek has been very careful to get his CE pre-approved. She stated that Mr. Matotek's training might count toward some of the CE and requested that he submit documentation of the training with a copy of the certificate of completion. Ms. Taxin asked Mr. Matotek how many approve hours he has completed.

Mr. Attallah responded that the file documents completion of 19 hours.

Mr. Matotek stated that he is working on the required 6 hours in ethics right now through NASW. He stated that it should be completed within the next 3 weeks. He stated that he had most of the module completed and the computer deleted it so it had to be redone.

Ms. Taxin commented that Mr. Matotek is doing well with the CE.

Mr. Attallah asked Mr. Matotek to discuss his supervision under Patricia Goodin.

Mr. Matotek responded that he has known Ms. Goodin for some time and she is careful to be sure he is working within the guidelines for a CSW. He stated that he is still working at Ogden Regional and at Lakeview Hospital in Bountiful.

Ms. Taxin stated that Mr. Matotek is doing great in his probation. She stated that the Board does not have concerns regarding Mr. Matotek's compliance. She stated that when Mr. Matotek completes the CE he will have all requirements except the time completed. She stated that his reports have documented what he is doing and working on and he communicates with her regarding any changes.

Mr. Matotek stated that the NASW ethics module is a good class for anyone on probation.

An appointment was made for Mr. Matotek to meet again June 7, 2007.

FYI

11:00 A.M.

Jennie Gwilliam, Probationary Interview

Ms. Smith rejoined the meeting.

Ms. Taxin stated that Ms. Gwilliam called yesterday to reschedule her appointment due to the weather forecast of an expected snow storm. She stated that Ms. McCall rescheduled Ms. Gwilliam for April 12, 2007.

Ms. Taxin reported that all reports have been received and one report documents that Ms. Gwilliam was offered the position of Clinical Director to begin January 6, 2007. She asked the Board if they had any questions regarding Ms. Gwilliam's promotion.

Mr. de St. Aubin asked if the Stipulation and Order have any restrictions on her ability to supervise others.

Ms. Taxin responded that there are no restrictions regarding supervising.

Mr. Attallah reminded the Board that Ms. Gwilliam did not acknowledge any wrong doing in the order.

Ms. Taxin concurred and reminded the Board that she is required to be supervised if she is doing mental health therapy and must submit reports from her employer and her supervisor, which she is doing.

11:20 A.M.

Gregg Lott, Probationary Interview

Mr. Lott met for his probationary interview.

Mr. de St. Aubin conducted the interview.

Mr. de St. Aubin stated that Mr. Lott reported at the last meeting that he was going to be taking a new position. Mr. de St. Aubin asked Mr. Lott to update the Board on that new position.

Mr. Lott explained that he is commuting every day down to Wells, Utah as he is the clinical director of the Oxbow facility. He stated that there are currently 8 adolescents at the facility and there will be 9 by the end of this week.

Mr. de St. Aubin asked Mr. Lott to explain his responsibilities as clinical director.

Mr. Lott responded that he oversees everything that goes on at the facility. He explained that he is in a partnership and will not be supervising anyone at the facility.

Mr. de St. Aubin asked if he co-owns the facility.

Mr. Lott responded that he does. He explained that he will probably hire 3 clinical staff in the future but right now it is him and one other clinician. He stated that the Oxbow facility will only have licensed therapists with experience in sex specific issues as these are adolescents who are sex offenders and will not be taking interns. Mr. Lott stated that Allen Proctor has asked him to consider BYU students but, due to the hour commute, he does not think students will be

interested.

Mr. de St. Aubin asked if Oxbow is an incarceration facility.

Mr. Lott responded that the program is a private program. He stated that he is receiving calls from parents to place their adolescents before adjudication takes place.

Mr. de St. Aubin commented that it appears Mr. Lott is in a clinical program, a new agency with the possibility of taking students again and would have the oversight for other clinicians. He stated that the clinicians would not be required additional supervision.

Mr. de St. Aubin stated that Mr. Lott was requested at his last appointment to contact his supervisor, Mr. Cannon, to submit a report and have him include in the report what Mr. Lott is doing, if he is keeping within the guidelines of his Stipulation and Order and if he recommends termination of probation with his reasons regarding why he made the recommendation.

Mr. de St. Aubin stated that Mr. Cannon's report indicates Mr. Lott is still supervising one BYU student. He stated that the report stated Mr. Cannon is satisfied with Mr. Lott's progress but does not address specifically any recommendation of termination of probation.

Ms. Taxin asked if Mr. Lott received a copy of Mr. Cannon's report.

Mr. Lott responded that he did not receive a copy. He stated that he had thought the Board would not accept a request for termination until May 2007 and was waiting for that appointment to make the request.

Mr. de St. Aubin commented that it would probably be best to wait until May as Mr. Lott has a student and some clinical changes right now. He stated that the wait would give the Board time to evaluate his clinical work with the student.

The Board concurred.

Ms. Taxin asked Mr. Lott if he will be using the practice plan he submitted early in his probation.

Mr. Lott responded that he will be using the practice plan. He explained that this facility is a residential facility with motion cameras and eyesight at all times.

Ms. Taxin explained that a practice plan would still be a good idea as an adolescent is able to take down a student or intern before help could arrive. She stated that, as a supervisor, Mr. Lott should address how he will supervise students coming into the facility, frequency of meeting, issues regarding their safety for that population, etc.

Ms. Taxin suggested Mr. Lott review the model he previously sent and re-write it for the new setting regarding environmental conditions, policies, screening or interviewing of potential interns, frequency to discuss cases, the depth of case discussions and how interns will be monitored at the Oxbow setting.

Ms. Taxin explained that her goal is not to create more work for Mr. Lott but to be sure interns would receive appropriate supervision and be safe. She stated that Mr. Lott has a lot to offer interns and should consider taking them.

Mr. Lott stated that the locality might be a deciding factor for interns.

Mr. Attallah responded that he is hearing Mr. Lott say he does not want to supervise interns. He stated that Mr. Lott appears to have good skills and writing up a practice plan for Oxbow would be beneficial to him if he does decide to take interns.

Mr. de St. Aubin stated that whether Mr. Lott has students or not, the LCSW's might be supervising someone and a plan in place would help the LCSW's who are supervising.

Ms. Taxin stated that if everything is completed by the May appointment with a letter from Mr.

Cannon regarding Mr. Lott taking responsibility and understanding what he needs to do and recommending termination and a letter of request for early termination from Mr. Lott, the Board could consider terminating probation. She requested Mr. Lott's letter include what he has learned from the process.

Mr. Fisher stated that Mr. Lott has completed everything asked of him and he is hesitant to require him to submit a revised practice plan as a condition of termination.

Ms Taxin responded that she is concerned that Mr. Lott might get caught up in his new position and not be prepared for supervision if not preplanned. She stated that she would not like to see a student or staff person be harmed due to Mr. Lott being too busy and unprepared. She stated that she is asking Mr. Lott to submit a written plan or be prepared to discuss a plan at the next appointment.

Mr. de St. Aubin commented that Mr. Lott's conditions have changed and the Board may require additional information.

Mr. Lott commented that the intern he supervises is in Utah County and is not affiliated with the Oxbow facility.

Ms. Taxin stated that Mr. Lott's previous practice plan was well thought out and he might be able to make a few revisions for the Oxbow facility. She stated that she would be more comfortable considering termination with a new plan for Oxbow.

The Board concurred.

Mr. Lott responded that he understands. He stated that if students from BYU were willing to commute to Oxbow he might consider supervising again. He confirmed that he will submit a revised practice plan, a letter requesting early termination of probation which includes what he has learned from his experience and a letter from Mr. Cannon recommending early termination.

An appointment was made for Mr. Lott to meet again May 17, 2007.

11:40 A.M.

Kathryn Lieberman, Review LCSW Application

Ms. Lieberman met for the review of her LCSW application.

Introductions of the Board and Division staff were made.

Ms. Taxin explained that the Division has been working on Ms. Lieberman's application since the first part of December 2006 and it is still incomplete. She asked Ms. Lieberman if she had resumes and a copy of the licenses of her supervisors to submit today to complete her application requirements.

Ms. Lieberman responded that she did not have the information. She stated that she called 2 of her supervisors last night and left messages for them to fax their resume and a copy of their license. She asked if the Division received those faxes this morning.

Ms. Taxin responded that there were no faxes received from her supervisors.

Ms. Taxin asked Ms. Lieberman to explain the timeline of her graduation, supervision hours and the duties she performed while in supervision.

Ms. Lieberman responded that she graduated in May of 2002 and was hired at Savio House in Colorado in August 2002. She stated that she worked 40 hours a week doing family therapy for families at risk of losing their children to DCFS. She stated that she also conducted parenting groups for the parents. She stated that it was intensive in-home services. She explained that the supervisor at Savio House was licensed as a Professional Counselor and there was no LCSW supervisor or supervision offered through the agency. Ms. Lieberman stated that Lyn Parker, a professor at University of Colorado, was her supervisor and she paid for the supervision. She stated that she also paid Kathryn Rasé to supervise. Ms. Lieberman explained that she alternated seeing the

supervisors at their convenience. She stated that the LPC supervision did give in house supervision weekly but the hours would not count as Colorado will not accept an LPC supervising a Social Worker.

Mr. de St. Aubin asked if the Board heard that Ms. Lieberman was paying for her supervision. He explained that Utah Laws and Rules do not allow for the supervisee to pay for their supervision.

Ms. Taxin responded that Mr. de St. Aubin was correct.

Ms. Lieberman explained that most Colorado facilities do not offer supervision and the supervisee has to pay the supervisor.

Mr. de St. Aubin asked what level of license Ms. Lieberman held in Colorado.

Ms. Lieberman responded that Colorado allows them to work as a Master of Social Work until the clinical examination is taken and then the Licensed Social Work (LSW) is issued. She further explained that the Licensed Clinical Social Worker (LCSW) license is issued after the appropriate hours are completed. Ms. Lieberman stated that she was an LSW in Colorado working 40 hours a week until August 2003 when she moved to Pittsburgh, Pennsylvania. Ms. Lieberman explained that most of the hours were direct client contact hours, with staff meetings once a week for about an hour and case notes being written on her own time. She stated that there were about 5 to 6 clients a day with approximately three 2 hour sessions. She stated that the travel time was included in the clinical hours. She estimated that about 30 hours a week were face to face with the clients.

Ms. Lieberman explained that she moved to Pittsburgh, Pennsylvania in August 2003 and was licensed as a Licensed Social Worker. She stated that she was hired at Holy Family Institute in September 2003 as a therapist for the SHORES program. She explained that it was a community based therapy program for families. She stated that 15% to 20% of the clients were students who had been in the foster care system and were living in the Holy Family

facility. Ms. Lieberman stated that supervision was provided in Pennsylvania and her supervisor was Deborah Lloyd who had been licensed about 15 years as an LCSW. She stated that she had weekly supervision under Deborah Lloyd. She stated that Ms. Lloyd reviewed the clinical notes if there was a difficult client, sometimes they would review taped sessions and sometimes she would sit in on group sessions. Ms. Lieberman explained that she worked there 40 hours a week for about 15 months. She stated that her client work was similar to the Colorado experience except that she did more on site therapy. She stated that she also conducted group sessions for the adolescents. Ms. Lieberman stated that she had completed the Colorado requirements for licensure after one year in Pennsylvania and then applied for and was issued the Colorado LCSW license.

She stated that Deborah Lloyd is the supervisor that she has been unable to contact as she has moved to North Carolina.

Ms. Lieberman stated that she moved back to Colorado in November 2004 and worked as an LCSW until moving to Utah in October 2006.

Mr. Fisher remarked that Ms. Lieberman has 2 years of post graduate experience at the level of the CSW in Utah.

Mr. de St. Aubin asked if there were any additional hours in Colorado after November 2004.

Ms. Lieberman responded that there were additional hours. She stated that she received her LCSW license in November 2004 and worked at Children's Hospital. She explained that she worked for a Cystic Fibrosis clinic 32 hours a week for 2 years. She stated that she worked with parents and older adolescents. Ms. Lieberman stated that 20 to 25 hours a week was clinical work. She stated that she was supervised by Karen Tilley, LCSW, who had been licensed about 20 years. She stated that supervision was weekly to bi-weekly, depending on Ms. Tilley's schedule. Ms. Lieberman explained that Colorado does not require supervision after being licensed as an LCSW but the hospital did require supervision every other week of

the LCSW. She stated that Ms. Tilley would observe some sessions or they would discuss sessions. She stated she had assignments of reviewing clinical cases with her supervisor in supervision sessions.

Ms. Lieberman stated that concurrent with working her second year at the hospital she started a private practice of 1 to 2 clients a week and paid for once a month supervision from Kathryn Rasé. She explained again that Colorado did not require the LCSW to be under supervision but she wanted supervision in her private practice.

Mr. de St. Aubin asked Ms. Lieberman if she has been approached for opportunities in Utah.

Ms. Lieberman explained that she has not. She stated that she has a new baby and wants to open a private practice in Utah to have time with her family.

Ms. Taxin asked if her private practice would be in her home or in an office outside her home.

Ms. Lieberman responded that she would have an office out of her home. She stated that she has another clinician that is interested in sharing office space with her and they have a location they are interested in.

Mr. de St. Aubin asked where Ms. Lieberman found the requirements for licensing in Utah.

Ms. Lieberman did not respond to Mr. de St. Aubin but then stated that she started the process, had complications with her pregnancy and did not follow through at that time. She stated that it was several weeks before she started to collect the requested information. Ms. Lieberman stated that the process was confusing to her.

Mr. de St. Aubin commented that he has added the hours of face to face supervision and determined Ms. Lieberman has the following:

- 1. Savio, 18 hours of supervision.**
- 2. Holy Family, 60 hours of supervision.**

Mr. de St. Aubin stated that there are approximately 78 hours of documented face to face

supervision which makes her about 21 hours short of the required 100 hours of face to face supervision.

Ms. Taxin asked if Ms. Lieberman will be able to get the supervision forms, resumes and copies of licenses from the 3 supervisors by March 8, 2007, the deadline given on the Division Incomplete Application letter.

Ms. Lieberman responded that she will be able to submit information on 2 of the supervisors but only has an e-mail address for Deborah Lloyd and may need additional time to contact her for the information to be submitted.

Ms. Taxin again stated that the deadline is March 8, 2007. She stated that she would be able to give Ms. Lieberman 1 additional week, until March 16, 2007, to complete the application. She stated that the application will be denied if everything is not received by the March 16, 2007 date. Ms. Taxin explained that Ms. Lieberman will have to reapply with a complete application and the application fee if the application is denied. She explained that a denial is on the record forever and must always be disclosed when applying for a license in another State. She stated that a denial is a red flag for an agency to take extra care in reviewing the application.

Ms. Taxin suggested Ms. Lieberman e-mail Karen Tilley and explain that Utah needs a verification of the supervised experience hours, a copy of her resume and a copy of her license. Ms. Taxin stated that she would accept a fax from Ms. Tilley if she will mail the original.

Ms. Taxin stated that if everything is received and the application is complete by March 16, 2007 she will issue Ms. Lieberman the LCSW license.

Ms. Taxin explained that she is making another exception for Ms. Lieberman and cannot continue to make exceptions.

Ms. Lieberman thanked Ms. Taxin and the Board for

their willingness to work with her in completing her application.

Ms. Taxin stated that there are some areas that do not quite fit the requirements for Utah regarding Ms. Lieberman's experience and if everything is not submitted by March 16, 2007 then she and the Board will have to reconsider the exceptions.

Mr. de St. Aubin commented that Mr. Attallah noted that the Board was very generous in giving credit for supervision that she paid for.

Ms. Taxin responded that we need to be sure Ms. Lieberman is safe to practice. She explained that this is the 4th extension we have made for Ms. Lieberman and hopefully she will follow through with submitting the required information.

1:00 P.M.

Kendall Lowe, Discuss Supervision of Interns and CSW's

Ms. Taxin informed the Board that Mr. Lowe will be meeting at the April 12, 2007 Board meeting.

Ms. McCall stated that Mr. Lowe called and asked to change the appointment as he had a conflict in his schedule.

Ms. Taxin stated that Mr. Lowe was requested to meet with the Board to discuss supervision of Interns and CSW's as it appears from applications reviewed by DOPL that he is not aware of all the requirements.

Ms. Taxin explained that she is finding that there are supervisors that have practiced for 30 years and supervised many people during that time but do not know the responsibilities of being a supervisor. She stated that many supervisors are not meeting with the people they supervise, they do not understand how many they may supervise, they are not reviewing duties and responsibilities, they are not reviewing case notes, etc. She stated that the lack of supervision is a concern.

Ms. Taxin stated that there are externs who are opening their own agencies and are not practicing with supervision. She stated that when these people apply for licensing, the applications indicate inappropriate

supervision and practice. Ms. Taxin stated that when she contacts the supervisor she finds they are shocked with the Laws and Rules responsibilities of supervision.

Mr. de St. Aubin responded that students are so busy completing their educational requirements that they don't hear the responsibilities of the supervisor and the scope of practice for their level of education and licensing.

Ms. Taxin stated that inadequate supervision compromises the care of the client. She concluded that Mr. Lowe will be rescheduled to meet April 12, 2007.

DISCUSSION ITEMS:

FYI

Ms. Taxin informed the Board that there will soon be new probationers.

2007 Board Meeting Schedule

The Board noted the following dates for the 2007 Board meeting schedule: April 12, May 17, June 7, July 12, August 2, September 6, October 4, November 1 and December 6, 2007.

NEXT MEETING SCHEDULED FOR:

April 12, 2007

MEETING ADJOURNED AT:

1:32 P.M.

April 12, 2007
Date Approved

(ss) Steven Fisher
Chairperson, Utah Social Work Licensing Board

April 12, 2007
Date Approved

(ss) Noel Taxin
Bureau Manager, Division of Occupational & Professional Licensing